

Position 98016 - Manager, Human Resources - United Kingdom

A manager level position that manages assigned human resources activities of the software organization. Manages human resources programs and business partner advisory services that give the organization a competitive advantage in attracting and retaining desired personnel. Implements human resources programs in the areas of compensation and benefits, recruitment, employee relations, human resources information systems, affirmative action compliance, employee records and statistics, employee development, training and organization development and, if applicable, labor relations. Manages provision of human resources business partner services and support for the organization. Builds and maintains consultative relationships with senior management; advises on administration of human resources programs, policies and practices. SCOPE: Accountable for the management of a section of work. ROLE IN STRATEGY / PLANNING: Makes input into specific aspects of the operating plans of the function or unit at the next highest organization level, then, based on prevailing conditions, manages the daily operations of assigned section of work. Outcomes managed have an impact on the assigned section of work. Allocates available resources to meet operating objectives. NEGOTIATIONS / INTERACTIONS: Interacts with direct reports and peers in management / customers / vendors to share information and improve cross-departmental processes. ASSIGNMENT OF WORK: Typically manages supervisors and/or individual contributors. Ensures the ongoing training and development of direct reports. May be an experienced individual contributor that does not manage employees. OVERSIGHT RECEIVED: Work is reviewed relative to defined operating outcomes / milestones. EXPERIENCE: Typically has 7 or more years of experience with 3 or more years of management experience.

POSITION INFORMATION

# of Incumbents Reported	20	Match:	Greater: 100%	Equal: 52%	Less: 63%	Total Supervised (Mean):	2
# of Companies with Match	9	Remote Work:	In-Office or Hybrid: 34%		Permanent Remote:	8%	

SHORT-TERM INCENTIVE ("STI") PLANS

STI Eligibility	% of Companies Offering:	18%	% of Incumbents Eligible:	78%
STI Awards Received	Short-Term Incentive Paid as % of Target (Mean):	31%	% of Eligible Incumbents Who Received in Last 12 Months:	82%
STI Targets	% of Companies with Incentive Targets:	57%		
	Company (Mean) % 50th: 66% Mean: 96%	Incumbent-Weighted %:	50th: 8% Mean: 36%	

LONG-TERM INCENTIVE ("LTI") PLANS

LTI Eligibility	% of Companies Offering:	78%	% of Incumbents Eligible:	86%
LTI Awards Received	% of Eligible Incumbents Who Received in Last 12 Months:	22%		

PAIRED COMPARISON: YEAR-TO-YEAR

# of Companies with Match in Both 2022 and 2021						4
Paired Comparison	Base Salary	50th:	Mean:	Actual TCC	50th:	Mean:
	TDC	50th:	Mean:			

TOTAL DIRECT COMPENSATION (in £GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
All Incumbents											
Base Salary	25	£54.2	£63.2	£64.5	£69.5	£70.7	10	£56.1	£62.9	£64.5	£69.9
Target Total Cash Compensation	13	£57.8	£67.1	£71.0	£77.6	£80.5	7	£59.3	£67.8	£68.8	£80.5
Actual Total Cash Compensation	23	£59.5	£69.1	£74.1	£78.0	£79.9	10	£60.9	£70.0	£75.9	£78.2
Actual Cash Awards as % of Base Salary	10	1%	32%	40%	1%	29%	7	58%	58%	70%	5%
Target LTI Awards	0										
Annualized Value of LTI Awards	3										
Target Total Direct Compensation	5										
Actual Total Direct Compensation	24	£59.4	£72.5	£77.0	£78.0	£86.0	9	£64.0	£70.3	£82.2	£86.0
LTI as % of Base Salary	5										
Annualized Value of LTI Awards - Ongoing	4										
Actual Total Direct Compensation - Ongoing	21	£59.7	£70.9	£77.4	£78.0	£86.1	9	£65.6	£70.2	£79.5	£97.3
LTI as % of Base Salary - Ongoing	5										

TOTAL DIRECT COMPENSATION (in £GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Business Model - Studio											
Base Salary	28	£53.2	£64.5	£63.9	£67.7	£70.4	10	£55.3	£60.9	£64.9	£69.9
Target Total Cash Compensation	20	£57.8	£70.6	£70.8	£77.6	£80.5	7	£59.9	£70.1	£68.3	£80.5
Actual Total Cash Compensation	19	£59.4	£69.1	£72.9	£78.0	£80.0	9	£62.3	£70.0	£77.1	£77.4
Actual Cash Awards as % of Base Salary	18	3%	36%	34%	36%	97%	8	6%	66%	5%	3%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	6						3				
Target Total Direct Compensation	2						2				
Actual Total Direct Compensation	19	£59.5	£73.3	£74.3	£78.0	£83.4	9	£60.5	£70.2	£77.7	£88.3
LTI as % of Base Salary	3						3				
Annualized Value of LTI Awards - Ongoing	7						3				
Actual Total Direct Compensation - Ongoing	16	£59.5	£71.9	£77.2	£78.0	£83.1	9	£61.0	£70.2	£82.0	£94.6
LTI as % of Base Salary - Ongoing	6						3				
Platform - Console / PC											
Base Salary	18	£53.8	£63.1	£64.7	£69.6	£70.9	9	£55.9	£62.3	£63.2	£69.9
Target Total Cash Compensation	19	£57.8	£71.3	£70.9	£77.6	£80.5	7	£59.7	£70.8	£69.7	£80.5
Actual Total Cash Compensation	28	£59.3	£70.2	£74.4	£78.0	£79.9	10	£61.6	£70.0	£78.1	£78.9
Actual Cash Awards as % of Base Salary	16	86%	89%	66%	12%	0%	8	5%	96%	54%	49%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	6						3				
Target Total Direct Compensation	6						2				
Actual Total Direct Compensation	16	£59.6	£74.3	£76.9	£78.0	£83.1	8	£62.4	£70.3	£79.4	£81.7
LTI as % of Base Salary	4						3				
Annualized Value of LTI Awards - Ongoing	5						3				
Actual Total Direct Compensation - Ongoing	18	£59.4	£73.7	£75.6	£78.0	£85.5	9	£62.2	£70.1	£79.4	£98.1
LTI as % of Base Salary - Ongoing	3						3				
Specialty / Scope - Manages Staff											
Base Salary	17	£53.3	£62.2	£64.4	£68.5	£70.7	9	£55.9	£61.5	£63.0	£70.0
Target Total Cash Compensation	19	£57.8	£69.9	£70.8	£77.6	£80.5	8	£59.7	£70.7	£68.3	£80.5
Actual Total Cash Compensation	21	£59.1	£70.5	£74.5	£78.0	£79.9	9	£62.1	£70.0	£73.5	£76.9
Actual Cash Awards as % of Base Salary	13	41%	93%	64%	83%	41%	7	73%	83%	62%	61%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	6						3				
Target Total Direct Compensation	6						2				
Actual Total Direct Compensation	23	£59.4	£72.7	£75.7	£78.0	£83.6	8	£65.1	£70.1	£80.3	£89.9
LTI as % of Base Salary	4						3				
Annualized Value of LTI Awards - Ongoing	5						3				
Actual Total Direct Compensation - Ongoing	19	£59.6	£71.0	£76.8	£78.0	£85.1	8	£65.0	£70.1	£74.3	£91.2
LTI as % of Base Salary - Ongoing	4						3				
Specialty / Scope - Individual Contributor											
Base Salary	23	£53.5	£65.0	£63.7	£69.3	£71.0	9	£55.2	£60.9	£63.8	£69.9
Target Total Cash Compensation	14	£57.8	£67.8	£71.3	£77.6	£80.5	7	£59.9	£69.8	£70.2	£80.5
Actual Total Cash Compensation	22	£59.0	£69.5	£72.1	£78.0	£79.8	9	£61.0	£70.0	£77.4	£77.8
Actual Cash Awards as % of Base Salary	15	92%	96%	7%	71%	35%	8	4%	88%	10%	84%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	4						3				
Target Total Direct Compensation	4						2				
Actual Total Direct Compensation	18	£59.5	£74.4	£74.2	£78.0	£86.2	9	£63.3	£70.2	£83.1	£86.9
LTI as % of Base Salary	5						3				
Annualized Value of LTI Awards - Ongoing	7						3				
Actual Total Direct Compensation - Ongoing	27	£59.5	£73.6	£75.1	£78.0	£83.0	8	£61.1	£70.2	£79.1	£99.4
LTI as % of Base Salary - Ongoing	4						3				

TOTAL DIRECT COMPENSATION (in £GBP Thousands)

TOTAL DIRECT COMPENSATION	INCUMBENT						COMPANY				
	n	25th	50th	Mean	65th	75th	n	25th	50th	Mean	75th
Specialty / Scope - Multiple Locations											
Base Salary	26	£54.2	£63.6	£63.8	£67.9	£70.5	10	£55.3	£63.7	£64.6	£70.0
Target Total Cash Compensation	19	£57.8	£69.4	£71.0	£77.6	£80.5	8	£59.8	£73.7	£69.4	£80.5
Actual Total Cash Compensation	18	£59.4	£71.3	£73.6	£78.0	£80.0	9	£61.3	£70.0	£71.7	£78.8
Actual Cash Awards as % of Base Salary	13	72%	89%	58%	71%	65%	8	70%	13%	2%	2%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	6						3				
Target Total Direct Compensation	3						2				
Actual Total Direct Compensation	22	£59.6	£70.8	£77.1	£78.0	£86.3	8	£63.7	£70.2	£80.9	£92.4
LTI as % of Base Salary	7						3				
Annualized Value of LTI Awards - Ongoing	7						3				
Actual Total Direct Compensation - Ongoing	21	£59.6	£71.9	£77.3	£78.0	£83.3	9	£62.4	£70.2	£79.1	£85.0
LTI as % of Base Salary - Ongoing	4						3				
U.K. Region - London											
Base Salary	19	£53.1	£63.6	£64.9	£68.5	£70.1	10	£55.8	£63.3	£63.4	£69.9
Target Total Cash Compensation	15	£57.8	£68.2	£71.1	£77.6	£80.5	7	£59.0	£73.3	£69.0	£80.5
Actual Total Cash Compensation	28	£58.8	£71.4	£74.2	£78.0	£79.9	10	£61.8	£70.0	£73.8	£76.9
Actual Cash Awards as % of Base Salary	14	27%	6%	77%	58%	64%	8	44%	43%	53%	24%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	7						3				
Target Total Direct Compensation	6						2				
Actual Total Direct Compensation	24	£59.6	£73.7	£76.9	£78.0	£83.8	8	£64.9	£70.1	£81.7	£94.4
LTI as % of Base Salary	4						3				
Annualized Value of LTI Awards - Ongoing	7						3				
Actual Total Direct Compensation - Ongoing	19	£59.4	£72.2	£74.4	£78.0	£85.2	8	£65.1	£70.2	£81.0	£97.2
LTI as % of Base Salary - Ongoing	3						3				
U.K. Region - Outside London											
Base Salary	23	£54.9	£64.0	£64.0	£68.8	£70.0	10	£55.4	£62.2	£66.1	£69.9
Target Total Cash Compensation	21	£57.8	£71.5	£71.0	£77.6	£80.5	8	£58.9	£71.0	£70.0	£80.5
Actual Total Cash Compensation	24	£59.8	£70.4	£72.5	£78.0	£79.9	9	£61.4	£70.1	£74.7	£78.8
Actual Cash Awards as % of Base Salary	18	69%	25%	61%	49%	77%	7	71%	41%	79%	49%
Target LTI Awards	0						0				
Annualized Value of LTI Awards	3						3				
Target Total Direct Compensation	6						2				
Actual Total Direct Compensation	24	£59.6	£73.5	£75.4	£78.0	£84.4	8	£62.0	£70.3	£78.7	£99.2
LTI as % of Base Salary	4						3				
Annualized Value of LTI Awards - Ongoing	6						3				
Actual Total Direct Compensation - Ongoing	17	£59.6	£73.9	£74.4	£78.0	£86.5	8	£63.1	£70.1	£81.8	£88.7
LTI as % of Base Salary - Ongoing	3						3				